BEEHIVE SCIENCE & TECHNOLOGY ACADEMY
Board of Directors Meeting Minutes

Saturday, December 13th, 2025
2165 East 9400 South
Conference Room 108A
Sandy, UT 84093

Board Members: Tarik Guney, Davron Mukhabbatov, Ahmet Yavuz, Marci Houseman, Sahana Kargi

Board Members Present: Tarik Guney,Marci Houseman,Davron Mukhabbatov, Sahana Kargi

Staff Members Present: Hanifi Oguz, Halis Kablan, Ram Prasad Bopanna

Call to Order: Tarik Guney called the meeting to order at 11:07 AM.

Pledge of Allegiance

Items

1. Approval of Minutes (action item)

- The board reviewed and approved the meeting minutes from the 9-27-2025 and the 11-12-2025 meetings.

Marci Houseman motioned to approve the minutes, Davron Mukhabbatov seconded the motion. The motion was carried unanimously.

2. Approval of Audited Financial Reports for FY 2025 (action item)

Marci motioned to move to the next agenda item until the auditor joins the meeting. Davron Mukhabbatov seconded the motion. The motion was carried unanimously.

- That board reviewed the financial statements document.
- The document covers how the audit is done and which areas have been looked into.
- The audit was completed by a party independent of the school.
- We spent less in expenses than was originally planned.
- The school received most of its revenue from state and federal funding.
- Our assets and Net position have increased. Liabilities have decreased.

- Some of our expenses increased because we received more income and had more operations such as Instruction and support services. Our income was still more than our expenses so we still have a surplus.
- WPU Increased 5%
- 65% of the general funds went toward the staff benefits and salaries.
- The auditors did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses.

Marci Houseman motioned to approve the audited financial reports for FY 2025. Sahana Kargi seconded the motion. The motion was carried unanimously.

3. Approval of the 2026-2027 School Calendar (action item)

- The board reviewed the proposed calendar for the 2026-2027 school year.
    - We will continue to end the first semester before we leave for winter break.
    - We will start on August 13th.
    - October 15th-16th we have our fall break.
    - November 25th-27th is our Thanksgiving break.
    - December 21st-January 5th is our winter break.
    - April 5th-9th will be spring break
    - Graduation will be on the 26th
    - The last day of school is on June 1st.
- We try to match the canyons school district calendar as most of our families are from this area and we want to accommodate them.

Marci Houseman motioned to approve the 26-27 school calendar. Davron Mukhabbatov seconded the motion. The motion was carried unanimously.

4. Approval of the Amended Employee Handbook (action item)

- We have updated the employee handbook in order to be compliant with the new state law regarding maternity leave. We are required to allow 3 weeks for maternity leave and 3 weeks of postpartum recovery.
    - 15 business days of maternity leave
    - 15 days of Post-Partum Recovery

Marci Houseman motioned to approve the amended employee handbook. Davron Mukhabbatov seconded the motion. The motion was carried unanimously.

5. Approval of the Amended Facility Use Policy (action item)

- This is an existing policy, but is really out of date. The content is still relevant, but we needed to update the schedule and some of the language to be more clear.
    - Rates have been changed to match the current market and lean more toward the higher end to accommodate various needs.
    - We removed some classrooms. Our leadership agreed that the teachers do not want their classrooms rented out to the public.
    - Common areas are still open to be rented. .
    - Our employees will be paid for any time they work over contracted hours.

Marci Houseman motioned to amend the facility use policy. Davron Mukhabbatov seconded the motion. The motion was carried unanimously.

6. Revision of Conflict-of-Interest Policy (discussion item)

- The board reviewed and will sign the conflict of interest policy.
- Board members cannot vote on items that they have a financial interest in.
- The board determines if there is a financial conflict of interest.
- Disciplinary actions will be taken against members who don't disclose a conflict of interest.

7. Principal Report (information item)

- We have signed agreements for land for our new facilities and are now under contract. The due diligence process has started.
- We are working with a construction company and have started the design process for the building.
    - There will be different phases.
    - We will meet with engineers and architects next week to discuss plans.
- We hosted an FTC robotics qualifier at our school. Our Control B team was the champion and will go to the state level now. We have 7 competitive robotics teams in the school.
- We are First Robotics representatives for FLL and run all of the state FLL programs.
- FBLA Club went to the state level competitions. 2 of our students won second place and more students won in the top 5 in their categories and will be competing in national competitions as well.
- Two of our students are semi-finalists in the National Merit Scholarship.

- We have been working on our Cognia School and STEM accreditations. The Cognia team came last week to visit our school and meet with our stakeholders. They are currently writing reports and will share those with the board when we get them back.
    - These accreditations will be for our current school. When we open up a new school we will have a few years to gather data and then we can start working on accreditations for that school.
- One of our teachers, Megan Theorine, received the national board certification. It's a very extensive process and takes three or four years. We congratulate the teacher for her achievement.
- We have a 20th year gala celebration coming up on March 27th. You are required to come. It will be a big celebration. Many dignitaries have accepted our invitation. Alumni, staff, community members will be in attendance.

Comments

Comments from the public are invited at this time on topics not specifically addressed elsewhere in the agenda. "Request to Speak" form should be filled out and submitted to the Board President before speaking during the public comment section. This form can be downloaded from the school website: www.beehiveacademy.org .

Adjournment

Marci Houseman motioned to adjourn the meeting. Sahana Kargi seconded the motion. The motion was carried unanimously. The meeting adjourned at 12:35 PM